

The proposed correction of this problem is not new. In fact, the Taxpayer Refund and Relief Act of 1999, H.R. 2488, which was passed by both the House and the Senate included provisions to correct the problem for all three groups. Unfortunately, the bill was vetoed for reasons unrelated to this proposal. Recently, we in the House have been focusing on tax bills that benefit and directly affect the American people—and this bill does just that. We urge our colleagues to join in cosponsoring this legislation.

TRIBUTE TO CHARLIE BROWN

HON. JAMES E. CLYBURN

OF SOUTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. CLYBURN. Mr. Speaker, I rise today to pay tribute to a good friend and former student Charlie Brown of Hilton Head Island, South Carolina. Mr. Brown was recently named a recipient of the J. Willard Marriott Award of Excellence for 2001.

Mr. Brown is the Community Relations and Supplier Diversity Manager for Marriott Vacation Club International on Hilton Head Island. He is a consummate team player, noted for assisting anyone in need and being the first to lend a helping hand. Mr. Brown has become legendary for always being the first to arrive after a hurricane to assist with evacuations and to see where he can be of the most help.

Committed to his community as well as his job, Mr. Brown helped to establish the Hilton Head Medical Center Community Relations Work Group in 1997. He worked toward the start of this group after seeing a need for more open lines of communication between the minority community and the Hilton Head Medical Center and Clinics. Mr. Brown has also been instrumental in seeing the vision of a Minority Business Council on Hilton Head move from the talking stage to fruition.

Selflessly devoting his time, Mr. Brown serves on the boards of the Hilton Head Island Community Foundation, Hilton Head Island American Heart Association, Beaufort County First National Bank, and the NAACP/Housing Initiative Project. In addition, he is the chairman-elect of the Hilton Head Chamber of Commerce and the chairman of the Island Recreation Center Fastlane Track Club.

Mr. Speaker, I ask you to join with me and my fellow South Carolinians in honoring Mr. Charlie Brown. He is a wonderful example of commitment to career and community alike and is well-deserving of the Marriott Award of Excellence.

HONORING THOSE WHO MAKE SENSE OF YESTERDAY'S EVENTS

HON. ROY BLUNT

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BLUNT. Mr. Speaker, in 1961 work began between two Germanies on a concrete wall 28 miles long which would divide a people and become the physical symbol of the division between two great world powers.

In 1961 the international manned space race began in earnest with Russia beating the

United States to the first major goal by placing Cosmonaut Yuri Gagarin into orbit.

In 1961 the robust air carrier TWA became the first airline to offer in-flight movies on international flights.

In 1961 the former African colony of Tanganyika became an independent country

In 1961 President John F. Kennedy was inaugurated as the nation's youngest President.

And in 1961 two young historians and academics began their teaching careers at Southwest Baptist College in Bolivar, Missouri.

Forty years later the Berlin wall exists only in scattered pieces around the world and Germany once again stands as a single nation. American and Russian astronauts today jointly man the International Space Station. TWA has merged into American Airlines and Tanganyika has joined with Zanzibar to become Tanzania. President Kennedy was felled by an assassin's bullet. What has remained unchanged is that Drs. Harlie Gallatin and Frank Cunningham are still helping students at what is now Southwest Baptist University not only learn the details of history, but understand how events of past decades, centuries and millennia effect our lives today.

I rise today to commend these two men who are scholars in every sense of the word, dedicating their lives to their discipline and their students. Near the beginning of their careers as a student and near the end as University President, I benefitted from their scholarship as well as their example in commitment to Faith and family.

Through the years thousands of young people have not only learned about the heritage of our nation and world, but have developed a deep love and respect for history. Many of those students now make significant contributions to the betterment of our nation and world as civic and governmental leaders, educators, scientists, ministers and at least one congressman.

At the end of this academic year Dr. Gallatin retires as Chairman of the Department of History and Political Science at the University where he has worked tirelessly to develop faculty, curricula, and students. He has seen the school grow from a junior college to a four year institution and finally to a University. Dr. Cunningham although retiring from the full-time faculty in 1996 continues to remain active in the department as Emeritus Senior Professor of History.

Today, I want to thank these two men for their commitment both to the discipline of history and to their sharing a respect for and insight into history with all those young lives they have touched over the past four decades. Both these men repeatedly went out of their way to help struggling students understand difficult concepts, and learn to examine significant events with a discerning eye. They helped students view historic events without having to reject their religious faith. They have not invested their lives in vain.

My colleagues in this chamber often wrestle with the issues of history: how our actions will impact future generations and how we will be viewed. I know they join me in thanking Drs. Gallatin and Cunningham for their work in helping us to use the events of yesterday to craft solutions challenges of tomorrow.

THE REWARDING PERFORMANCE IN COMPENSATION ACT

HON. CASS BALLENGER

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BALLENGER. Mr. Speaker, today, I am reintroducing the "The Rewarding Performance in Compensation Act" which will help workers to share, financially, when their efforts help produce gains for their company in productivity, sales, fewer injuries, or other aspects of performance. The Rewarding Performance in Compensation Act would amend the Fair Labor Standards Act (FLSA) to specify that an hourly employee's regular rate of pay for the purposes of calculating overtime would not be affected by additional payments that reward or provide incentives to employees who meet productivity, quality, efficiency or sales goals. By eliminating disincentives in current law, this legislation will encourage employers to reward their employees and make it easier for employers to "share the wealth" with their employees.

The pressures of worldwide competition and rapid technological change have forced most employers to seek continuous improvement in productivity, quality, and other aspects of company performance. Employers often seek to encourage and reward employee efforts to improve productivity, quality, etc. through what are called "gainsharing" plans—linking additional compensation to measurable improvements in company, team, or individual performance. Employees are assigned individual or group productivity goals and the savings achieved from improved productivity, or the gains, are then shared between the company and the employees. The payouts are based directly on factors under an employee's control, such as productivity or costs, rather than on the company's profits. Thus employees directly benefit from improvements that they help to produce by increasing their overall compensation.

Unfortunately, employers who choose to implement such programs for their hourly employees can be burdened with unpredictable and complex requirements by the FLSA, which clearly did not envision these types of "pay based on performance" plans.

For example, if a bonus is based on production, performance, or other factors, the payment must be divided by the number of hours worked by the non-exempt employee during the time period that the bonus is meant to cover, and added to the employee's regular hourly pay rate. This adjusted hourly rate must then be used to recalculate the employee's overtime rate of pay. The employer is then responsible to pay the difference between the old overtime pay rate and the new recalculated overtime pay rate. For other types of employees, such as executive, administrative, or professional employees who are exempt from minimum wage and overtime, an employer can easily give financial rewards without having to recalculate rates of pay.

Simply put, this legislation would amend the FLSA to allow employers to give non-exempt hourly employees gainsharing or performance bonuses without making employers go through the cost of recalculating hourly and overtime pay. This would give hourly non-exempt employees the same access to bonuses and

gainsharing programs that exempt employees receive.

Performance bonuses and gainsharing programs are a way for employees to share in the success of the company they work for. Whether exempt or non-exempt, all employees should have the same opportunity to receive bonuses for their hard work.

HONORING HAROLD ELAM

HON. SCOTT MCINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. MCINNIS. Mr. Speaker, I would like to take this time to honor a pillar of the Grand Junction community. Harold Elam is one of the leading citizens of Western Colorado. Throughout his life, Harold has made the Western Colorado a better place to live. For that, I would like this body to pay tribute to him.

Harold currently owns Elam Construction, which has been a business staple in Western Colorado for a very long time. Under Harold's leadership, the company has been very civic minded, both on a local and state level. Elam Construction has helped out numerous citizens and organizations in Grand Junction and throughout the State of Colorado. "Harold is so generous that he has made the local area and the state a better place to live," said Caroline Suplizio, a friend of Harold's and a leader in the community herself.

Harold gives generously to a number of important organizations, like Mesa County School District 51, Mesa State College, Canyon View Park and the Grand Junction Symphony. He sponsors wonderful events such as the Elam Symphony Classic as well as the Elam Tennis Classic.

Harold has been the recipient of many awards, including the 1999 National Award for Community Involvement, and the "Quality in Construction Award" given by NAPA. He has also been named the honorary Conductor of the year for his outstanding philanthropic contribution to the community symphony and the State of Colorado. This year, the Grand Junction Symphony is honoring Harold as the "Philanthropist of the Year". A fitting tribute to an outstanding man.

Mr. Speaker, Harold Elam has been an incredibly generous member of our community. His generosity has been a tremendous boon and for that I would like to recognize him and thank him with this Congressional Tribute.

Harold, your community, state and nation are proud of you, and we're all grateful for generosity, service and positive leadership.

RECOGNIZING THE WEST SIDE MAGNET SCHOOL, TROUP COUNTY, GEORGIA

HON. BOB BARR

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. BARR of Georgia. Mr. Speaker, although the magnet school concept is not new to the public school system, West Side Magnet School of the Troup County School Sys-

tem in the Seventh District of Georgia has accomplished a goal that most would find challenging. The school was ranked first (with an 87.3 score) of 35 schools in the nation, given exemplary status, and received national recognition from the Getty Trust and National Arts Education Consortium. It was one of only six southern schools chosen to be tested for a period of five years the goal: see what new curriculum combinations result when arts are combined with school reform.

Principal Nancy Stevens says the school's accomplishments are a direct result of support from the school system and the arts community, which includes arts support from the Chattahoochee Valley Art Museum, LaGrange College, the opera guild, and The LaGrange Symphony.

The study found the top scoring schools shared the following characteristics: "strong", and supportive leadership either from the principal or key staff, an openness for learning, and support for arts "both in the school and the community." The study and its findings will be published in 2002.

I hope all Members of the United States Congress will join me in recognizing the hard work of everyone who has contributed to making the West Side Magnet School a success.

TRIBUTE TO LOWELL SELVIN

HON. NANCY PELOSI

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Ms. PELOSI. Mr. Speaker, I rise today to pay tribute to a unique individual who is a champion for social justice, a leader in his community, and a trailblazer in the business world.

Lowell Selvin proves time and again, through his words and deeds, that one person can truly make a difference. On May 5, 2001, Congregation Kol Ami of Los Angeles will honor Lowell with its Shomer Tzedek (Guardian of Justice) Award for his untiring commitment to progressive social empowerment and to causes greater than himself.

While the many endeavors Lowell Selvin is involved in are far too numerous to mention, a few highlights help illustrate the vision, energy, and compassion of this remarkable man.

In business, after successfully merging and integrating PlanetOut and Gay.com, Lowell became Chief Executive Officer of PlanetOut Partners, the largest gay and lesbian online services company in the world. In this capacity, Lowell uses his two decades of business acumen, honed by advising some of America's leading corporations, to provide the LGBT community with a platform to network, grow, and conduct commerce with business partners around the world.

In his community, Lowell is on the board of the Los Angeles Gay and Lesbian Center and guided this groundbreaking agency's strategic planning process in its formative years. With his help, this organization is now the largest agency of its kind in the world.

Lowell is on the National Advisory Board of Wendy's Hope, a group devoted to supporting lesbians with cancer. Working in collaboration with Feed the Children, Lowell also founded Arbonne Children's Trust. In addition, he helped found Congregation Kol Ami.

It is my honor to recognize the achievements of my constituent, Lowell Selvin, and to join with Congregation Kol Ami in acknowledging his contributions and on-going commitment to social justice and the betterment of his community.

COLONEL THOMAS M. ("MITCH") DOCKENS

HON. SOLOMON P. ORTIZ

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, April 26, 2001

Mr. ORTIZ. Mr. Speaker, I rise to commend a soldier, patriot and exceptional leader, Colonel Thomas M. ("Mitch") Dockens, the Commander of the Corpus Christi Army Depot (CCAD), who will receive the prestigious 13th annual John W. Macy, Jr. Award co-sponsored by the Secretary of the Army and the Army Civilian Personnel Alumni Association.

This award recognizes excellence in the leadership of civilians and accomplishment of mission through the civilian work force. Col. Dockens' exceptional leadership of the CCAD work force is recognized for the period of July 15, 1999, through December 31, 2000; but his excellence and leadership will always be recognized and appreciated in South Texas where his good works are legendary. Col. Dockens has been an extraordinary leader of the United States Army's only depot-level rotary wing (helicopter) repair facility in the world.

Col. Mitch Dockens is a uniquely qualified officer to lead a civilian workforce. He knows how to bring people together; he can speak to management and labor, and is respected by both. He knows how to produce the best product for the fighting men and women at the best price for the U.S. taxpayer. The mutual respect he has fostered at CCAD is the secret weapon of this one-of-a-kind asset in the United States Army. He and his lovely wife Lynne, who treats the base as extended family, have reinforced the morale at CCAD.

The Corpus Christi Army Depot, with 2,654 civilian employees, is the largest industrial employer in South Texas and is responsible for the repair, overhaul and maintenance of a wide variety of rotary wing aircraft and related engines and components for the Army, Navy, Air Force, Marines, and friendly foreign nations.

Let me give you one example of Col. Dockens' leadership. Last year, when defective transmission gears threatened the CH-47 and Apache helicopter's flight safety, the Army looked to the private sector to inspect and replace the defective parts. However, the Army found no private sector firm capable of completing the work within the Army's established time frames. The potential contractors had too much commercial work that they were contractually obligated to complete before they could address the Army's safety issue. With the fleets grounded, CCAD was the only available repair source able to meet the Army's time frames. In fact, CCAD completed the work on the Apache helicopter fleet before the potential private sector source said it could even begin the repair.

The award Col. Dockens will receive is named for John W. Macy, Jr., a distinguished public official who served four presidents and